Social Entrepreneurs' Well-being – An Exploration and Empirical Validation

SYNOPSIS OF THE THESIS

In Partial Fulfillment of the Requirements for the Degree of

DOCTOR OF PHILOSOPHY

Submitted by
Savi Bahuguna
Research Scholar
UU19PHD951

Under the Guidance of

Garima 22-06-21
Dr. Garima
Supervisor
Assistant Professor (Senior Scale)
IMS Unison University
Dehradun.

22/06/2021
Dr. Ravikesh Srivastava
Co-Supervisor
Professor & Pro Vice Chancellor
IMS Unison University
Dehradun.

IMS UNISON UNIVERSITY
Nurturing Knowledge. Empowering Minds.

SCHOOL OF MANAGEMENT

IMS UNISON UNIVERSITY, DEHRADUN – 248001

APRIL 2021.

Content Table

Contents	Page No.
Abstract	3
1. Introduction	4
2. Objectives	6
3. Literature Review	7
3.1 Well-being	7
3.1.1 Subjective Well-being	8
3.1.2 Objective Well-being	10
3.2 Research Questions	12
4. Research Methodology	14
4.1 Sampling Design	14
4.1.1 Sampling Design for Social entrepreneur	15
4.1.2 Sampling Design Psychologist and scholars	16
4.1.3 Sampling Design for Beneficiaries:	17
4.2 Limitations & Implication of Research	18
5. Tentative Chaptalization of the Proposed Thesis	19
Bibliography	20

Abstract

The world is changing as it is beginning to understand the importance of sustainable social business. The industrial evolution did change the face of the world with booming economies, but it also led to the creation of many disparities, vices, and global issues such as climate change. Today's need is an entrepreneur who works for the society holistically and the goal is not wealth generation but creation of social value. Such an individual is known as social entrepreneur. Though the term social entrepreneur can be conceptualizing to an extent, the behavioral aspect to what drives the social entrepreneur is contested. What fuels the will to create social value? Is this beyond motivational theories we know. Yes, it is. The zest is about creating an impact by understanding one's potential. The study of one's potential is concerned with the understanding of well-being. How does well-being drive a social entrepreneur to achieve beyond monetary or materialistic things, which in turn leads to their potential fulfillment? Research till now, has been limited in context to understanding how the conceptualization of social entrepreneurs' well-being takes place. This research is undertaken to fill in the gap which has been existing due to lack of integrative framework and systematic empirical evidence through which the connection between social entrepreneur and its well-being can be established. Not much has been discovered as in 'what other factors are actually in play, and whether they influence conscious processes of decision making and utility maximization, or any other motivational processes.

The purpose of this research is to study the well-being of the social entrepreneur, by understanding the factors which initiate the drive of social entrepreneur and contribute to their well-being. The methodology to be applied is of mixed research. The research is exploratory and descriptive in nature and includes qualitative and quantitative analysis, followed by application of triangulation method. The research aims to draw conclusion for conceptualization of definitions, factors framing the study of social entrepreneurs' well-being.

This leads the way to unfold the possibility to study the impact of well-being on the changemaker, the social entrepreneur and how this can be further used to create a new generation of social entrepreneurs who will reshape the world for better, with sustainable business.

Keywords: ***Social entrepreneur, social enterprises, social value creation, well-being.***

1. Introduction

Today, we live in a world, where social vices are spreading like wildfire, and the society is struggling to sustain economically. Poverty, unemployment, mal-nutrition, gender inequality, are driving our struggle in contrast with the pace of development. This has also taken a toll on our environment and climate change is threating the way we live. The competitiveness in the business dynamics is increasing the gap between inequalities on the frontier of financial stability and economic grounds. Recent crisis caused by Covid19 is a fine example, stating the need to create responsible business models, where people can stand with each other, showing the resilience and support for each other.

Revitalizing local economies and enhancing the potential for progress in the societies in which they operate (Harding, 2004), social entrepreneurship contributes to the economic growth and competitiveness of countries and regions (Amorós et al., 2012; Audretsch & Keilbach, 2008). Regions with high levels of poverty and chronic underemployment, have witnessed considerable impact of social entrepreneurship, thus proving this business model can be implemented to provide sustainable economic growth with the exploitation of resources.

Evidence shows that social entrepreneurship can contribute to sustainable and inclusive job creation and overall local development (OECD & EU, 2013). Recent estimates indicate that in 2016, social enterprises benefited 871 million people in nine countries in Europe and Central Asia, providing services and products worth €6 billion and creating employment, particularly among the most marginalized social groups (SEFORÏS, 2016).

The creation of social value has been considered prerequisite for social enterprise, making it a highly valued aspect of social entrepreneurship, (Austin et al., 2006; Dees, 1998; Peredo & McLean, 2006). This aspect has further been addressed in descriptions of social entrepreneurship created primarily for a social mission (Dees, 1998; Lasprogata & Cotten, 2003; Nicholls, 2008), including creating social wealth (Koch et al., 2021), addressing social issues and problems and pressing social needs. The concept of social value creation is a value laden concept and involves "virtuous behavior" (Mort et al., 2006), altruistic objectives, and the promotion of a social purpose, which further implies values like freedom, equality, and tolerance (Azmat et al., 2015).

With this, it can be stated that a social entrepreneur has the zest to create the social value, but now the question arises that how this zest is fueled. What are the factors which are responsible to create such an environment in the mind of social entrepreneurs? This leads us to explore the factors maneuvering the social entrepreneurs' well-being.

It is evident from the above discussed perspective that social value creation aspect of social entrepreneurship is independent of the monetary benefit. Limited research has been undertaken to shed light on understanding how the conceptualization of social entrepreneurs' well-being takes place (Deng et al., 2020). The research still lacks in integrative framework and systematic

empirical evidence through which the connection between social entrepreneur and its well-being can be established. Researchers have suggested factors such as psychic income, job satisfaction, and independence from employment hierarchies, but not much has been discovered as in 'what other factors are actually in play, and whether they influence conscious processes of decision making and utility maximization, or any other motivational processes' (Shir et al., 2019).

As for focusing on the appreciation of social entrepreneurship, the study of well-being is novel and vital for understanding the impact creation on the mental and behavioral pattern of a social entrepreneur but also on the incentives and motivation that actually drives the social entrepreneur (Baron & Tang, 2011). With clear understanding of the knowledge which answers how, when, where and why an entrepreneur behaves a certain way as to drive their social enterprises towards social value creation, the answer to what can unpack the drives and motivations of people who pursue social entrepreneurship and such activities, lies in understanding the relationship between the 'social entrepreneur and its well-being'.

2. Objectives

Studying the nexus, the connection between social entrepreneurship and well-being not only allows us to dive deep into understanding the most fundamental of human development and growth but also provide the information of how it impacts the action and how it is the driving force of any goal or objective to be achieved. Every human struggle and works hard for a good life, to be able to live in a state of well-being, to have meaningful experiences in terms of work and relationships. Understanding the mechanisms through which social entrepreneurship leads to well-being thus enables a better understanding of conditions that can support and give rise to individuals' motivation and mental health, both in work and in personal life. Hence, on the basis of the above discussion, the following objective has been proposed.

- **To theorize the meaning of social entrepreneurs' well-being**
- **To analyze the factors which lead to social entrepreneurs' well-being.**
- **To develop a conceptual framework for social entrepreneurs' well-being**
- **To empirically validate the proposed framework of social entrepreneurs' well-being**

3. Literature Review

The debates on the definition of social entrepreneurship have been so diverse that the main idea looks diverted through the reflection of internal logics presented by actively involved resourceful and influential actors. These actors are more involved in shaping the field as they see it rather than actually capturing the reality of it (Nicholls, 2010). Thus, for civil society actors, social entrepreneurship may represent a driver of systemic social change (Nicholls, 2006), a space for new hybrid partnerships (Austin et al., 2006), or a possibility of political transformational model inducing empowerment. Social entrepreneurship could be used to provide solutions to state failures in welfare provision by the government. Finally, for business, social entrepreneurship can offer a new market opportunity (Karamchandani et al., 2009) or a natural development from socially responsible investment.

The social entrepreneur has been viewed as central actor in functioning of SEs by many authors (Dees, 1998). Viewed as the initiator of a social entrepreneurial endeavor, with the capacity to not only innovate but also as someone who pushes through to the process of social change breakthroughs. Indeed, in many recognized cases of social entrepreneurship, the individual presented as a social entrepreneur has proven to be crucial in initiating and carrying out social entrepreneurial activities.

The heightened interest in social entrepreneurship and social innovation over the past few years (Dees, 1998; Nicholls, 2006) may be attributed to the perceived weaknesses and failure of the dominant for-profit enterprise model. The impact of lasting stages of recession creates the pressure on the public purse, resulting in a smaller public sector. This creates a gap for something substantial in public interest to take place. The desire rises, giving an opportunity to social enterprises, starting by supporting some activities previously done by the public sector or the state through social entrepreneurship and social innovation.

3.1 Well-being

Beyond the general idea of happiness and life satisfaction

Described as "what is non -instrumentally or ultimately good for a person" in philosophy, well-being has way more depth to it. Researchers G.E. Moore and T.M. Scanlon challenged the moral requirement of well-being being maximized only through independent interest (moral philosophy) and delved deeper into understanding the term. This was followed by the distinguished theories of well-being as hedonist, eudaimonic, desire, subjective or objective list theories. Even on the side of welfarism, well-being is the only value and on the terms of ethics, the question becomes how a person's moral character and actions relate to their well-being.

The increased attention by psychologist and other researcher on the notion of happiness is called 'positive psychology', such happiness is understood in terms of contentment or 'life-satisfaction' and is measured by means such as self-reports or daily questionnaires. But is well-being limited to Positive psychology?

A pioneer in the field of well-being and positive psychology, Martin Seligman, for example, has recently suggested that, rather than happiness, positive psychology should concern itself with positive emotion, engagement, relationships, meaning and accomplishment, and give preference to "eudaemonist' (based on objective list) theory ('PERMA') (Seligman, 2011). Well-being is more than a positive emotion or a state of fulfillment. To understand this, it is essential to understand well-being in depth.

3.1.1 Subjective Well-being

One of the first concept of well-being is Subjective Well-being (SWB). This conceptualization received systematic empirical, and theoretical treatment, and was widely accepted. SWB is defined as the quality of an individual's life with regard to both the presence and relative frequency of positive and negative emotions over time, and one's overall level of life-satisfaction (Diener, 2000). The focus of SWB is not on distinguishing the sources of well-being but on the assessment of overall happiness or satisfaction. This is the reason SWB it is not distinguished between hedonic or Eudaimonic forms of happiness and is included as a part of both forms of happiness and state of being.

Establishing a wide nomological net of associated variables, research on SWB has developed associated variables indicative of successful functioning, including positive relationships with self-esteem, locus of control, authenticity, and effective decision-making styles as well as negative associations with worry, anxiety, and depression (Arrindell et al., 1999; Ayyash-Abdo & Alamuddin, 2007; Ito & Kodama, 2005; Neto, 1993; Paolini et al., 2006).

Researchers have largely focused on narrowing down the focus, which has become one of the reasons for our own lack of knowledge on the perspective of understanding and measurement of motives and values, of a social entrepreneur and what drives the capacity to be change maker in the society. Existing measures include self – report surveys focused on self- professed attitudes towards entrepreneurship and its process, which includes a number of methodological problems, particularly social desirability bias, wishful thinking and cognitive dissonance, and high sensitivity to fluctuating circumstances. The kind of reliance on self – professed attitudes through self – reporting could have been motivated by 'theory of revealed preferences in economics' – the theory held liable to have influenced the study of entrepreneurship in the past decades. Nevertheless, the connection between the behavior and preference is not as simple as to be just put in the bracket of 'subjectiveness'.

Motivational researcher such as Kruglanski distinguish frequently between motivational constructs at different levels of abstraction – goals and their means (or sub-goals) are often construed at different levels (Kruglanski et al., 2002). Creating a closer understanding, it is pointed out that that the same means could correspond to vastly different specific activities as for the development of more concrete phenomena, but it restricts the prediction of actions to a small degree relatively. With the argument of the traditional motivational research, it not just the strength of cognitive motives that's merits the consideration of behavioral process. On a finer perspective, other factors such as the structure and the contents of goals should be considered as determined by

the individuals will, on which economists and entrepreneurs have still not developed considerable mechanism to resolve the complexity of the goal striving process and approach but have assumed 'that strong intentions are straight- forwardly translated into concrete and motivated forward motions'(Wiklund et al., 2019)

Ryan and Deci in 2001, employed the distinction between hedonia and eudaimonia, two philosophical conceptions of happiness, to generate the terms hedonic well-being (HWB) and EWB reflecting alternative conceptions of overall quality of life.

In classical philosophy, hedonia is stated as the basis for a good life, which is associated with work of Aristippus of Cyrene, who held that 'pleasure is the sole good, but also that only one's own physical, positive, momentary pleasure is a good, and is so regardless of its cause' (Tatarkiewicz, 1976).

On the other side, Contemporary eudaemonists philosophers, including Norton in 1976 and Kraut in 1979, observed that there is a characteristic set of subjective experiences present when living in a manner consistent with the qualities described by Aristotle. Norton then described this as the feeling of 'being where one wants to be, doing what one wants to do', where what is wanted is to be taken as being something worth doing.

Waterman and fellow researchers labeled the subjective experiences of eudaimonia as feelings of personal expressiveness and demonstrated that they are characteristically present when acting in ways perceived to involve the development of one's best potentials and the use of these potentials in pursuit of one's purpose in living. They also found eudaimonia to be associated with an array of variables indexing intrinsic motivation, including self-determination, a balance of challenges and skills, and the investment of considerable effort (Waterman et al., 2003; Waterman et al., 2008).

Before conceptualization the understanding of eudaimonia's subjective qualities, it is important to understand the part of SWB which is not considered in EWB. The distinctions come with the within the frameworks of SWB and EWB which are influenced by the value creation of subjective experiences. With respect to SWB, happiness (hedonia) is viewed as an end in itself, that is, the outcome goal being sought. In contrast, for those employing an EWB perspective, the subjective experiences of feelings of expressiveness (eudaimonia) are a byproduct of engaging in actions consistent with the development and expression of one's best potentials and the pursuit of intrinsic goals. Subjective experiences of this kind can become a valuable indicator when the potentials are being pushed forward or the potential is being harvested in the process of the activity, but it is not the end goal. The motive for eudaimonic activity is the value of the activity itself, not the subjective experiences that accompany it.

Waterman in 2008, presented the analysis of the strengths and limitations with regard to the use of eudaimonic concepts within psychology, and also raised the question of the interrelationships among SWB, PWB, and EWB. The question raised was "whether SWB, PWB, and EWB represent

three distinguishable conceptions of well-being or are essentially three facets of the same underlying construct" and this is still an open question. This has the capacity to become an empirical question and addressing it will depend upon the availability of valid instruments for assessing each construct. Measures for assessing SWB and PWB have been established and have received extensive validation. EWB is gaining attention of scholars but there has been only limited research on the topic.

3.1.2 Objective Well-being

Objective well-being theories tend to define well-being in terms of objective, external and universal notions of quality-of-life indicators such as social attributes {health, education, social networks, and connections} and material resources {income, food, and housing} (Watson et al., 2012). "Objective theories of well-being have also been derived from Amartya Sen's work in welfare economics and tend to focus on accepted core human capabilities necessary for quality life such as - body health and integrity; the ability to think and imagine; the ability to express emotions; the ability to exercise practical reasoning and autonomy in contributing to one's own education, work, and political and social participation" (Bourke & Geldens, 2007).

Objective Well-being Theories-

Objective well-being theories have been developed where the happiness or satisfaction of one's life can be evaluated by application of a certain tool, model, or technique. This possibility of evaluation can support the state of EWB in an individual and can provide indication if one's potential is being utilized in the best manner as giving the person the ultimate state of fulfilment.

Diener and Ryan's in 2009, developed a model to evaluate quality of an individual's life. This model is 'Tripartite Model of Subjective Well-being' which represents well-being as a general evaluation of an individual's quality of life in terms of three key components:

1. Life satisfaction, which is composed of: Imperfect assessment of the balance between positive and negative affect in one's life. An assessment of how well one's life measures up to aspirations and goals.
2. Positive affect (pleasurable feelings); and
3. Negative affect (painful feelings).

Seligman's in 2011, developed the 'PERMA' model. This model proposes that well-being has several measurable elements, and they all contribute to it. The PERMA model identifies five essential elements to well-being:

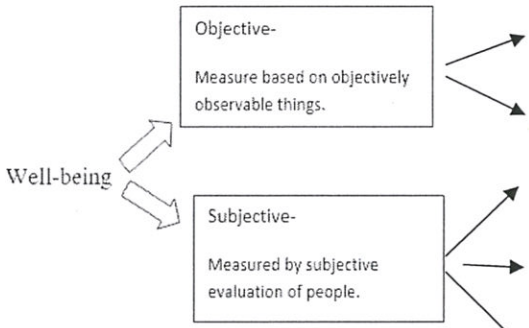
1. Positive emotions include a wide range of feelings, not just happiness and joy {P}.
2. Engagement refers to involvement in activities that draws and builds upon one's interests {E}.
3. Positive Relationships are all important in promoting positive emotions, whether they are work-related, school related, familial, romantic, or platonic {R}.
4. Meaning also known as purpose and prompts the question of "why" {M}.

5. Achievement / accomplishment are the pursuit of success and mastery {A}.

In 2016, McCallum and Price outlined a model of holistic well-being where the student is central. They suggest that the model captures the interplay between learner well-being, educator well-being, and community well-being. Six key principles are identified together with six key strategies as the means of enactment in nurturing well-being in education.

1. Positive relationships – building and sustaining healthy relationships.
2. Positive strengths – developing and nurturing individual and group strengths.
3. Positive communication – establishing effective and safe communication strategies.
4. Positive behavior – behaving in a way that welcomes a sense of belonging and connections to others and positive, peaceful, and caring action.
5. Positive emotion – nurturing emotional health.
6. Positive leadership – scaffolding well-being through growing leaders with a democratic leadership style.

Figure 1: Summary of different types of well-being.



Dimensions	Descriptions	Indicators/indexes
Preference satisfaction	Sufficiency of resources to meet one's needs and desires	GDP, income, annual household income, leisure time etc.
Basic needs	Fulfillment of essential social and psychological needs identified exogenously.	Life expectancy, years of schooling, crime rates, health facilities.
Eudaimonic	Realization of one's potential in context of excellence, autonomy, personal growth, and virtue.	The scores of psychological well-being scales about autonomy, personal growth etc.
Cognitive	Evaluation of one's own life in accordance with some positive criterion	The scores of satisfactions with life scale, subjective happiness scale etc.
Affective	The predominance of good affective states in one's daily life	The predominance of positive affects, mean score of net affects in a day, U-index etc.

Source: (Ishio & Abe, 2017)

This is in context of objective and subjective well-being. This also signifies the part of SWB that is included in EWB and the ways to measure it. Understanding one's potential and working towards fulfillment of the "perceived potential" to experience well-being is eudaimonic well-being. The other two – cognitive and affective indicate the positive or simply the dimensions of life providing happiness, which can be classified as hedonia part of SWB.

3.2 Research Questions

Problem statement

While many institutions track and target the negative outcomes associated with a lack of well-being, the positive spectrum of well-being is often ignored. Multifaceted and holistic, positive well-being is difficult to measure when it has not been adequately defined and when it tends to be conceptualized within silos. For example, public health systems commonly view well-being in terms of the prevalence of illness, and criminal justice systems focus their efforts on measuring crime and recidivism rates. But well-being comprises far more than a single indicator, and reducing it to negative outcomes orients individuals, communities, and society toward prioritizing treatment or punishment rather than the active pursuit of well-being and the creation of healthy environments that nurture well-being (Pinheiro & Strickland, 2016).

For social entrepreneurs working in this holistic framework, well-being is a dynamic balance of physical, mental, emotional, and spiritual development in relation to self, community, and society. The common themes across all of these components of well-being are feeling valued and being able to act for oneself, one's community, and others. While all people may not agree upon a single definition of well-being, societal buy-in to the value of well-being for all is crucial to fostering a culture of well-being. With a shared vision, individuals, communities, and institutions can work together to equip all people with the skills, tools, and supportive environments that are necessary for their personal and collective well-being.

Nevertheless, some researchers have additionally noted that a collective of social entrepreneurs might exist in some cases. Here it ought to be expressed as the conception of the social businessperson is itself not free from ambiguity. The matter that's tough to answer is - who counts as a social entrepreneur. Some people understand social entrepreneur as simply as someone who runs a social purpose organization, while others see the social entrepreneur as a visionary, innovative, and risk-taking change-maker. Even though if one agrees with the understanding of the social entrepreneur as a change-maker, as many researchers do, the dynamics are still not clear on how visionary, risk-taking, innovative, or even successful one has to be to be counted as a social entrepreneur. Undertaking all the views, the concept has to be clearly defined in terms of the forces that drive the social entrepreneur. The forces which are the 'eudaimonic factors responsible for creating the social entrepreneur' should be defined. The eudaimonic well-being of the social entrepreneur needs to be defined and measured.(Choi & Majumdar, 2014). Without understanding the well-being of the social entrepreneur through better perspective, because it can directly affect the well-being of the stakeholders and the of the beneficiaries.

Now that the gap has been identified, we aim to contribute to the conceptualization of social entrepreneurs' well-being.

3.3 Research Questions

How to conceptualize/theorize social entrepreneurs' well-being?

What are the factors that lead to social entrepreneurs' well-being?

How are the above identified factors related to social entrepreneurs' well-being and interrelated to each other?

Is the above relatedness being statistically significant/ empirically validated?

4. Research Methodology

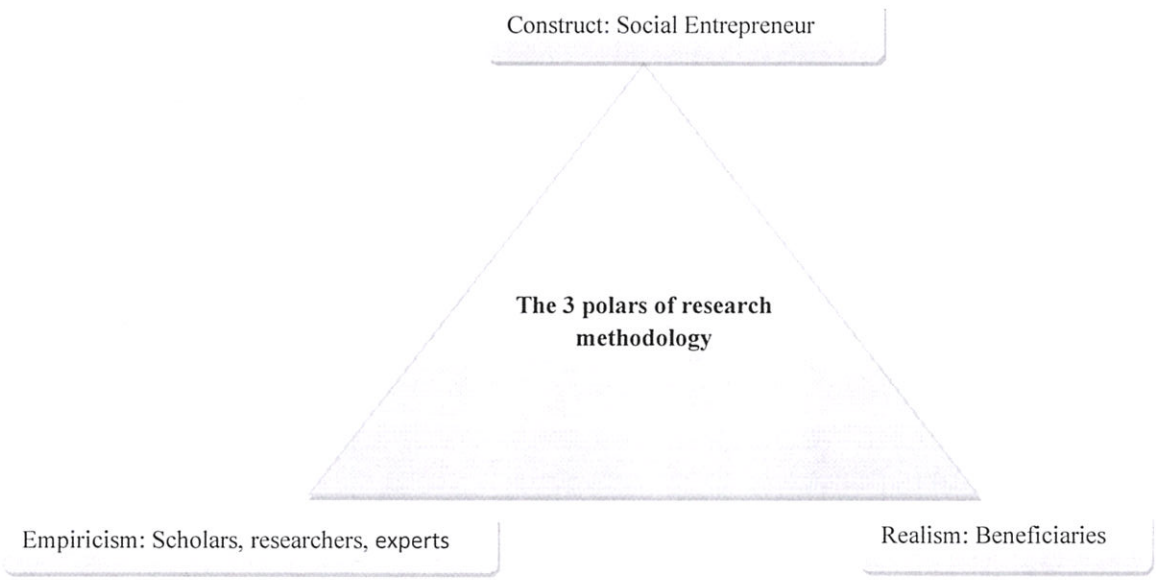
The research methodology which will be followed in this research proposal, consists of mixed research design. Research design will be 'Exploratory and Conclusive' in nature. The methodology will be - Mixed research method – Qualitative & Quantitative with the application of triangulation method.

4.1. Sampling Design

The research will follow the triangulation method of research. The 3 access points are-

- Social entrepreneur – Source authenticated from international and national registration portals and based on the conceptualization/theorization of 'social entrepreneur' done in initial phase of the research.
- Psychologist and scholars of the subject 'well-being' & 'social entrepreneur'
- Beneficiaries – part of the organization of selected social entrepreneurs

The triangulation method can transcend across qualitative and quantitative data, making sure the research is interdisciplinary and holistic. The realism, empiricism and constructs are all embedded in the research through the application of this method.



4.1.1 Sampling Design for Social entrepreneur

4.1.1.1 **Sampling Frame**: Sampling frame: In this study we will utilize the existing sampling frame of authentic institutions, which are working to support social entrepreneurs in India. Data collection will be done through portals where social entrepreneurs are registered such as GEM (Global Entrepreneur Monitoring)., Skoll foundations, Ashoka foundation.

4.1.1.1.1 **Target population**: People who are engaged in social entrepreneurship as per defined guidelines by GEM (Global Entrepreneur Monitoring) and who are fulfilling the criterion defined by the conceptualization of the term in the research.

4.1.1.2 The population for Qualitative study

4.1.1.2.1 **Sampling technique** for qualitative study: the technique to be applied here is non-probabilistic judgement sampling. The reason for this selection is based on the initial part of the research where the conceptualization/ theorization of 'social entrepreneur' is done. The selection criterion will be based on the findings as for who qualifies as a social entrepreneur.

4.1.1.2.2 **Sample Size**: As the size of population in the sampling frame is ambiguous as of now, it would be inappropriate to mention a specific range of the sample.

4.1.1.2.3 **Execution**: From the selected sample, interviews will be conducted. Development of focus groups will be undertaken to gather data (wherever possible). Suitable qualitative analysis will be applied to form codes to develop insights and create theorization of concepts.

4.1.1.3 ***The population for Quantitative study.***

4.1.1.3.1 **Sampling technique**.: The technique to be followed is – Probabilistic/Random sampling technique applied on GEM, depending upon the heterogeneity and homogeneity of the population.

4.1.1.3.2 **Sample size**: The determination of right sample size can only be done once we have the relevant factors extracted through qualitative research. However as per Hair et al., (2018) sample-to-variable ratio is used to determine the sample size. Sample-to-variable ratio suggests a minimum observation-to-variable ratio of 5:1, but ratios of 10:1 is preferred (Hair et al., 2018). As per the response rate in social entrepreneurial and entrepreneurial studies are quite low, appropriate sample will be drawn based on the above criteria as suggested by Hair et al., (2018).

4.1.1.3.3 **Execution**: Conduct the survey with the social entrepreneurs through questionnaire forms. Triangulation method will be applied. Thematic research will be undertaken. On the result of thematic research, empirical validation will be done.

4.1.2 Sampling Design Psychologist and scholars

(Population will not vary for qualitative or quantitative analysis)

4.1.2.1 **Sampling frame**: This includes a specific list of people who have contributed significant value to the field of psychology and time understanding well-being and entrepreneurships as psychologists, scholars, and other research pioneers. The representatives must have published research papers in the domain of social entrepreneurs' well-being and well-being in general or have an expertise gained through experience of at least five years in the field.

4.1.2.2 **Targeted population:** The targeted population here are the professionals and experts in the field of psychology, entrepreneurship, social entrepreneurship, well-being, social entrepreneurs' well-being.

4.1.2.3 **Sampling technique**: The techniques to be implemented is judgement, followed by convenience sampling to source the best panel of experts available for the research. The detailed process would be application of judgment sampling, which could be followed by convenience sampling as the ones selected would be asked to invest their time and effort in the research.

4.1.2.4 **Sample size:** the sample size depends on the response of the experts regarding the availability and interest. The other factors which influence the sample size is how the research progresses and what factors is it being built in. So as of now, no specific range can be listed.

4.1.2.5 **Execution:** The experts will be asked questions which are open ended as well as closed ended. Insights will be developed from the information received. Grounded theory would be applied so that factors could be derived.

4.1.3 Sampling Design for Beneficiaries:

(Population will not vary for qualitative or quantitative analysis)

4.1.3.1 **Sampling frame**: The population concerned here are the beneficiaries of the selected social entrepreneurs' organization.

4.1.3.2 **Targeted population**: the people who have benefitted from the organizations of social entrepreneurs, already a part of the sample to be used in the research. The targeted population consists of the beneficiaries which can be reached out to.

4.1.3.3 **Sampling technique**: Non-Probabilistic - Snowball Sampling method will also be applied in case of beneficiary. The referrals of the beneficiary would be based on the information provided by the social entrepreneurs and their organizations.

4.1.3.4 **Sample size:** The sample cannot be stated as it will depend on various internal and external factors concerning the social organization and resource availability to reach out to the beneficiaries.

4.1.3.5 **Execution:** Selected available beneficiaries will be asked questions which are open ended as well as closed ended. The data collected would be transmitted into information used thematic tools for the best understanding of the ground reality, the realism of social entrepreneurial impact.

4.2. Limitations & Implication of Research

GEM survey report of 2016 stated that "Hopefully, researchers will answer calls for more comparative research efforts in social entrepreneurship and utilize this data, for instance to provide more knowledge on determinants that lead to higher levels of social entrepreneurship. Other promising avenues may be to shed more light on where and why the overlap between commercial and social entrepreneurship is high, or where and how necessity-based entrepreneurship and social entrepreneurship coincide. Answering such questions, in turn, would be of great benefit to policymakers, who often still struggle to grasp what social entrepreneurship entails and are consequently indecisive about whether and how they should stimulate this important activity". The research answers this call.

Through the process, the determining factors which drives an individual to be a social entrepreneur, how does that individual seek their well-being through the activities of being involved in social causes will be answered. In understanding the source of well-being and its correlation with social entrepreneur, will give insight to policy makers to gasp the ideology of social entrepreneurship and how it can change the world. The policymakers could actually extend their support and promote social entrepreneurship at ground level as well as at bureaucratic level.

With the development of the scale to clearly measure the well-being of the social entrepreneur, investors and venture capitalist could actually invest as in the social enterprises with being skeptical about the motives. This research will further open up another dimension for future research on exploring the well-being from the perspective of well-being.

5. Tentative Chaptalization of the Proposed Thesis

Chapter 1

Introduction

Purpose and Research Questions

Chapter 2

Social Entrepreneurship: Review and Conceptualization

Definitions of Social Entrepreneurship

Chapter 3

Well-being: Review and Conceptualization

Social Entrepreneurs' Well-Being – the theorical foundation

Social Entrepreneurship and Determinants of Well-Being

A Proposed Model of Social Entrepreneurs' Well-Being

Chapter 4:

Research Methodology

Qualitative

Quantitative

Chapter 5:

Conclusion - discussion, limitations, and future research

Chapter 6:

References and Bibliography

Bibliography

Abreu, M., Oner, O., Brouwer, A., & van Leeuwen, E. (2019). Well-being effects of self-employment: A spatial inquiry. *Journal of Business Venturing, 34(4),* 589–607. https://doi.org/10.1016/j.jbusvent.2018.11.001

Alexy, O., München, T. U., & Allison, T. H. (2019). Editorial Board. *Journal of Business Venturing, 34(4)*. https://doi.org/10.1016/s0883-9026(19)30306-4

Alexy, O., München, T. U., & Allison, T. H. (2021). Editorial Board. *Journal of Business Venturing, 36(1)*, 106080. https://doi.org/10.1016/s0883-9026(20)30688-1

Amorós, J. E., Fernández, C., & Tapia, J. (2012). Quantifying the relationship between entrepreneurship and competitiveness development stages in Latin America. *International Entrepreneurship and Management Journal, 8(3),* 249–270. https://doi.org/10.1007/s11365-010-0165-9

Arrindell, W. A., Heesink, J., & Feij, J. A. (1999). The Satisfaction with Life Scale (SWLS): Appraisal with 1700 healthy young adults in The Netherlands. *Personality and Individual Differences, 26(5),* 815–826. https://doi.org/10.1016/S0191-8869(98)00180-9

Audretsch, D. B., Keilbach, M. (2008). Resolving the knowledge paradox: Knowledge-spillover entrepreneurship and economic growth. *Research Policy, 37.* DOI:10.1016/j.respol.2008.08.008

Austin, J., Stevenson, H., Wei-Skillern, J. (2006). Social and Commercial Entrepreneurship: Same, Different, or Both?. *Entrepreneurship Theory and Practise, 30 (1).* https://doi.org/10.1111/j.1540-6520.2006.00107.x

Ayyash-Abdo, H., & Alamuddin, R. (2007). Predictors of subjective well-being among college youth in Lebanon. *Journal of Social Psychology, 147(3),* 265–284. https://doi.org/10.3200/SOCP.147.3.265-284

Azmat, F., Ferdous, A. S., & Couchman, P. (2015). Understanding the dynamics between social entrepreneurship and inclusive growth in subsistence marketplaces. *Journal of Public Policy and Marketing, 34(2),* 252–271. https://doi.org/10.1509/jppm.14.150

Baron, R. A., & Tang, J. (2011). The role of entrepreneurs in firm-level innovation: Joint effects of positive affect, creativity, and environmental dynamism. *Journal of Business Venturing, 26(1),* 49–60. https://doi.org/10.1016/j.jbusvent.2009.06.002

Bhuiyan, M. F., & Ivlevs, A. (2019). Micro-entrepreneurship and subjective well-being: Evidence from rural Bangladesh. *Journal of Business Venturing, 34(4)*, 625–645. https://doi.org/10.1016/j.jbusvent.2018.09.005

Briscoe, F., & Gupta, A. (2016). Social Activism in and Around Organizations. *Academy of Management Annals, 10(1),* 671–727. https://doi.org/10.1080/19416520.2016.1153261

Bourke, L., Geldens, P. M. (2007). Subjective Wellbeing and its Meaning for Young People in a Rural Australian Center. *Springer.* https://link.springer.com/article/10.1007/s11205-006-9031-0

Cagarman, K., Kratzer, J., & Osbelt, K. (2020). Social entrepreneurship: Dissection of a phenomenon through a German lens. *Sustainability (Switzerland), 12(18),* 1–18. https://doi.org/10.3390/SU12187764

Chatterjee, I., Cornelissen, J., & Wincent, J. (2021). Social entrepreneurship and values work: The role of practices in shaping values and negotiating change. *Journal of Business Venturing, 36(1),* 106064. https://doi.org/10.1016/j.jbusvent.2020.106064

Cheng, Z., Guo, W., Hayward, M., Smyth, R., & Wang, H. (2021). Childhood adversity and the propensity for entrepreneurship: A quasi-experimental study of the Great Chinese Famine. *Journal of Business Venturing, 36(1),* 106063. https://doi.org/10.1016/j.jbusvent.2020.106063

Collewaert, V., Vanacker, T., Anseel, F., & Bourgois, D. (2021). The sandwich game: Founder-CEOs and forecasting as impression management. *Journal of Business Venturing, 36(1),* 106075. https://doi.org/10.1016/j.jbusvent.2020.106075

Choi, N., & Majumdar, S. (2014). Social entrepreneurship as an essentially contested concept: Opening a new avenue for systematic future research. *Journal of Business Venturing*, *29*(3), 363–376. https://doi.org/10.1016/j.jbusvent.2013.05.001

Dees, J.G. (1998). The meaning of 'social entrepreneurship'. Comments and suggestions contributed from the Social Entrepreneurship Founders Working Group. Durham, NC: Center for the Advancement of Social Entrepreneurship, Fuqua School of Business, Duke University. http://faculty.fuqua.duke.edu/centers/case/files/dees–SE.pdf

Deng, W., Liang, Q., Fan, P., & Cui, L. (2020). Social entrepreneurship and well-being: The configurational impact of institutions and social capital. *Asia Pacific Journal of Management, 37(4)*, 1013–1037. https://doi.org/10.1007/s10490-019-09660-6

Diener, E. (2000). Subjective well-being: The science of happiness and a proposal for a national index. *American Psychologist, 55(1),* 34–43. https://doi.org/10.1037/0003-066X.55.1.34

Fave, A. D. (2013). The Exploration of Happiness: Present and Future Perspectives (Happiness Studies Book Series). 15–31. https://doi.org/10.1007/978-94-007-5702-8

Fisch, C., & Block, J. H. (2021). How does entrepreneurial failure change an entrepreneur's digital identity? Evidence from Twitter data. *Journal of Business Venturing, 36(1),* 106015. https://doi.org/10.1016/j.jbusvent.2020.106015

Galvin, M. D., & Iannotti, L. (2015). Social Enterprise and Development: The KickStart Model. *Voluntas, 26(2),* 421–441. https://doi.org/10.1007/s11266-013-9424-z

Gandhi, T., & Raina, R. (2018). Social entrepreneurship: the need, relevance, facets and constraints. *Journal of Global Entrepreneurship Research, 8(1).* https://doi.org/10.1186/s40497-018-0094-6

Grohs, S., Schneiders, K., & Heinze, R. G. (2015). Social Entrepreneurship Versus Intrapreneurship in the German Social Welfare State: A Study of Old-Age Care and Youth Welfare Services. *Nonprofit and Voluntary Sector Quarterly, 44(1),* 163–180. https://doi.org/10.1177/0899764013501234

Harding, R. (2004). Social Enterprise: The New Economic Engine?. *Business Strategy Review.*

https://doi.org/10.1111/j.0955-6419.2004.00338.x

Hlady-Rispal, M., & Servantie, V. (2018). Deconstructing the Way in which Value Is Created in the Context of Social Entrepreneurship. *International Journal of Management Reviews, 20(1),* 62–80. https://doi.org/10.1111/ijmr.12113

Hmieleski, K. M., & Sheppard, L. D. (2019). The Yin and Yang of entrepreneurship: Gender differences in the importance of communal and agentic characteristics for entrepreneurs' subjective well-being and performance. *Journal of Business Venturing, 34(4),* 709–730. https://doi.org/10.1016/j.jbusvent.2018.06.006

Hong, A. H., & Sullivan, F. R. (2013). Towards an idea-centered, principle-base design to as creation approach support learning knowledge. *Educational Technology Research and Development, 57(5),* 613–627. https://doi.org/10.1007/sl

Hsu, R. S., Chuang, A., & Wang, A. C. (2021). Business founders' work design and new venture development. *Journal of Business Venturing, 36(1),* 106000. https://doi.org/10.1016/j.jbusvent.2019.106000

Huybrechts, B., & Nicholls, A. (2012). Social Entrepreneurship and Social Business. *Social Entrepreneurship and Social Business*, 31–48. https://doi.org/10.1007/978-3-8349-7093-0

Keyes, C. L. M., Shmotkin, D., & Ryff, C. D. (2002). Optimizing well-being: The empirical encounter of two traditions. *Journal of Personality and Social Psychology.* https://doi.org/10.1037/0022-3514.82.6.1007

Kibler, E., Wincent, J., Kautonen, T., Cacciotti, G., & Obschonka, M. (2019). Can prosocial motivation harm entrepreneurs' subjective well-being? *Journal of Business Venturing, 34(4),* 608–624. https://doi.org/10.1016/j.jbusvent.2018.10.003

Koch, M., Park, S., & Zahra, S. A. (2021). Career patterns in self-employment and career success. *Journal of Business Venturing, 36(1),* 105998. https://doi.org/10.1016/j.jbusvent.2019.105998

Kollmann, T., Stöckmann, C., & Kensbock, J. M. (2019). I can't get no sleep—The differential impact of entrepreneurial stressors on work-home interference and insomnia among experienced versus novice entrepreneurs. *Journal of Business Venturing, 34(4),* 692–708. https://doi.org/10.1016/j.jbusvent.2018.08.001

Kynch, J., & Sen, A. (1983). Indian women: Well-being and survival. *Cambridge Journal of Economics, 7(3–4),* 363–380. https://doi.org/10.1093/cje/7.3-4.363

Lasprogata, G., Cotten, M. (2003). Contemplating "enterprise": The business and legal challenges of social entrepreneurship. *American Business Law Journal, 47.* DOI -10.1111/j.1744-1714.2003.tb00002.x

Luke, B., Barraket, J., & Eversole, R. (2013). Measurement as legitimacy versus legitimacy of measures: Performance evaluation of social enterprise. *Qualitative Research in Accounting and Management, 10(3–4),* 234–258. https://doi.org/10.1108/QRAM-08-2012-0034

Mair, J., Robinson, J., & Hockerts, K. (2006). Social entrepreneurship. Social Entrepreneurship, 1–280. https://doi.org/10.1057/9780230625655

Mort, G. S., Weerawardena, J., Carnegie, K. (2006). Social entrepreneurship: towards conceptualisation. *Journal of philanthropy and Marketing.* https://doi.org/10.1002/nvsm.202

Moyle, T. L., & Dollard, M. F. (2008). Rural indian and indigenous australian women working towards empowerment: A proposed cross-cultural study. *International Journal of Rural Management, 4(2),* 153–168. https://doi.org/10.1177/097300520900400208

Moyle, T. L., Dollard, M., & Biswas, S. N. (2006). Personal and economic empowerment in rural indian women: A self-help group approach. *International Journal of Rural Management, 2(2),* 245–266. https://doi.org/10.1177/097300520600200207

Narangajavana, Y., Gonzalez-Cruz, T., Garrigos-Simon, F. J., & Cruz-Ros, S. (2016). Measuring social entrepreneurship and social value with leakage. Definition, analysis and policies for the hospitality industry. *International Entrepreneurship and Management Journal, 12(3),* 911–934. https://doi.org/10.1007/s11365-016-0396-5

Nicholls, A. (2012). Postscript: The legitimacy of social entrepreneurship: Reflexive Isomorphism in a pre-paradigmatic field. *Social Enterprises: An Organizational Perspective, 44(0),* 222–247. https://doi.org/10.1057/9781137035301_11

Nicholls, W. J. (2008). The urban question revisited: The importance of cities for social movements. *International Journal of Urban and Regional Research, 32(4),* 841–859. https://doi.org/10.1111/j.1468-2427.2008.00820.x

Nikolova, M. (2019). Switching to self-employment can be good for your health. *Journal of Business Venturing, 34(4),* 664–691. https://doi.org/10.1016/j.jbusvent.2018.09.001

Olsen, S., & Galimidi, B. (2008). Catalog of Approaches To Impact Measurement. The Rockefeller-Foundation. http://svtgroup.net/wp-content/uploads/2011/09/SROI_approaches.pdf

Packard, M. D., & Burnham, T. A. (2021). Do we understand each other? Toward a simulated empathy theory for entrepreneurship. *Journal of Business Venturing, 36(1),* 106076. https://doi.org/10.1016/j.jbusvent.2020.106076

Patel, P. C., Wolfe, M. T., & Williams, T. A. (2019). Self-employment and allostatic load. *Journal of Business Venturing, 34(4),* 731–751. https://doi.org/10.1016/j.jbusvent.2018.05.004

Peredo, Ana, McLean, M. (2005). Social Entrepreneurship: A Critical Review. *The Journal Of World Business, 41(1)*, 56-65. DOI:10.1016/j.jwb.2005.10.007

Phillips, W., Lee, H., Ghobadian, A., O'Regan, N., & James, P. (2015). Social Innovation and Social Entrepreneurship: A Systematic Review. *Group and Organization Management, 40(3)*, 428–461. https://doi.org/10.1177/1059601114560063

Social Entrepreneurial Pathways to a Culture of Wellbeing. Ashoka Changemakers. https://wellbeing.changemakers.com/

Pini, B. (2002). Focus groups, feminist research and farm women: Opportunities for empowerment in rural social research. *Journal of Rural Studies, 18(3),* 339–351. https://doi.org/10.1016/S0743-0167(02)00007-4

Polin, B. (2013). Putting Power Into Empowerment: Reconceptualizing the Empowered State and the Empowerment Process. *Academy of Management proceedings.* 10.5465/ambpp.2013.142.

OECD., & European Union. (2013). Policy Brief on Social Entrepreneurship: Entrepreneurial Activities in Europe. https://www.oecd.org/cfe/leed/Social%20entrepreneurship%20policy%20brief%20EN_FINAL.pdf

Ryan, R. M., & Deci, E. L. (2001). On happiness and human potentials: A review of research on hedonic and eudaimonic well-being. *Annual Review of Psychology, 52*, 141–166. https://doi.org/10.1146/annurev.psych.52.1.141

Said-Allsopp, M., & Tallontire, A. (2015). Pathways to empowerment?: Dynamics of women's participation in Global Value Chains. *Journal of Cleaner Production, 107,* 114–121. https://doi.org/10.1016/j.jclepro.2014.03.089

SEFORÏS. (2016) SEFORÏS Cross-Country Report. SEFORÏS. http://www.seforis.eu/cross-country-report

Shepherd, D. A., Wennberg, K., Suddaby, R., & Wiklund, J. (2019). What Are We Explaining? A Review and Agenda on Initiating, Engaging, Performing, and Contextualizing Entrepreneurship. *Journal of Management, 45(1),* 159–196. https://doi.org/10.1177/0149206318799443

Shir, N., Nikolaev, B. N., & Wincent, J. (2019). Entrepreneurship and well-being: The role of psychological autonomy, competence, and relatedness. *Journal of Business Venturing, 34(5),* 0–1. https://doi.org/10.1016/j.jbusvent.2018.05.002

Stephan, U. (2018). Entrepreneurs' mental health and well-being: A review and research Agenda. *Academy of Management Learning and Education, 17(3),* 290–322. https://doi.org/10.5465/amp.2017.0001

Uy, M. A., Foo, M. Der, & Song, Z. (2013). Joint effects of prior start-up experience and coping strategies on entrepreneurs' psychological well-being. *Journal of Business Venturing, 28(5),* 583–597. https://doi.org/10.1016/j.jbusvent.2012.04.003

Uy, M. A., Sun, S., & Foo, M. Der. (2017). Affect spin, entrepreneurs' well-being, and venture goal progress: The moderating role of goal orientation. *Journal of Business Venturing, 32(4),* 443–460. https://doi.org/10.1016/j.jbusvent.2016.12.001

Vaara, E., & Whittington, R. (2012). Strategy-as-Practice : 6(1), 285–336.

Waltz, A. (2016). The women who feed us: Gender empowerment (or lack thereof) in rural Southern Brazil. *Journal of Rural Studies, 47,* 31–40. https://doi.org/10.1016/j.jrurstud.2016.07.009

Waterman, A. S., Schwartz, S. J., & Conti, R. (2008). The implications of two conceptions of happiness (hedonic enjoyment and eudaimonia) for the understanding of intrinsic motivation. *Journal of Happiness Studies, 9(1),* 41–79. https://doi.org/10.1007/s10902-006-9020-7

Waterman, A. S., Schwartz, S. J., Zamboanga, B. L., Ravert, R. D., Williams, M. K., Bede Agocha, V., Kim, S. Y., & Brent Donnellan, M. (2010). The questionnaire for eudaimonic well-being: Psychometric properties, demographic comparisons, and evidence of validity. *Journal of Positive Psychology, 5(1),* 41–61. https://doi.org/10.1080/17439760903435208

Wiklund, J., Nikolaev, B., Shir, N., Foo, M. Der, & Bradley, S. (2019). Entrepreneurship and well-being: Past, present, and future. *Journal of Business Venturing, 34(4),* 579–588. https://doi.org/10.1016/j.jbusvent.2019.01.002

Zellmer-Bruhn, M. E., Forbes, D. P., Sapienza, H. J., & Borchert, P. S. (2021). Lab, Gig or Enterprise? How scientist-inventors form nascent startup teams. *Journal of Business Venturing, 36(1),* 106074. https://doi.org/10.1016/j.jbusvent.2020.106074

Zhao, H., O'Connor, G., Wu, J., & Lumpkin, G. T. (2021). Age and entrepreneurial career success: A review and a meta-analysis. *Journal of Business Venturing, 36(1)*, 106007. https://doi.org/10.1016/j.jbusvent.2020.106007

Ishio,J., Abe, N.,(2017). Measuring Affective Well-Being by the Combination of the Day Reconstruction Method and a Wearable Device: Case Study of an Aging and Depopulating Community in Japan. https://www.researchgate.net/figure/The-classification-of-well-being-Sources-Dolan-et-al-13-Stiglitz-et-al-40_fig1_313948565

Other Languages -

Ito, M. (2016). 本来感 ） と 自尊感情 が. February. https://doi.org/10.5926/jjep1953.53.

THESIS

Shir, N. (2015). Entrepreneurial well-being: The payoff structure of business creation (Issue September 2015).